

# **MCPS Title IX Update**

Education and Culture Committee  
July 27, 2020

# Briefing Items

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1. MCPS' efforts to address sexual assault/harassment/discrimination following various allegations from students over social media that arose in June.
2. The process/procedure for taking disciplinary actions when an allegation is proven factual.
3. After an allegation has been made of an incident between students, what efforts are made to try to avoid having the alleged perpetrator/victim in same classroom when schedules are set?
4. How quickly and in what manner is the parent community and elected officials informed after an alleged incident is reported?

# Background

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## Social Media Allegations

- In June, we received reports that students were reporting alleged instances of inappropriate conduct online through various social media platforms.
- MCPS immediately began investigating and continues to do so.
- The majority of incidents involved high school student conduct outside of school and the in-school conduct reported on social media had been previously reported, investigated, and addressed as necessary.
- The majority of social media allegations do not identify alleged victims or alleged offenders, and in many cases do not allege either.

# Core Teams

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MCPS formed four core teams to investigate, address, and respond

1. Investigations Team
2. Communications Team
3. Student Support Team
4. Legal Team

<b>Team</b>	<b>Offices Involved</b>
<b>Investigations</b>	<b>Department of School Safety and Emergency Management (DSSEM)</b> Office of Employee Engagement and Labor Relations (OEELR) Office of School Support and Improvement (OSSI) Student Welfare and Compliance (SWC)
<b>Communications</b>	<b>Office of Communications (Communications)</b> Office of School Support and Improvement (OSSI)
<b>Student Support</b>	<b>Office of Student and Family Support and Engagement (OSFSE)</b> Student Leadership Equity Initiatives Unit
<b>Legal</b>	<b>Office of General Counsel (OGC)</b>

# MCPS Policy & Regulation

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## [Policy ACF](#), *Sexual Harassment*

- Defines sexual harassment, establishes complaint resolution procedures, and establishes the responsibility of MCPS staff to implement the policy.

## [Regulation ACF-RA](#), *Sexual Harassment*

- Identifies procedures for the filing of a complaint and investigation.

# Title IX Protocols

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- All MCPS employees are trained annually on recognizing and reporting incidents of bullying, harassment (including sexual harassment/assault), and intimidation.
- Students may report sexual harassment, assault, and/or discrimination verbally or in writing to any staff member. All claims involving potential criminal behavior involve MCPD immediately.
- The staff member must assist the student in reporting to the principal using [Form 230-35](#), *Bullying, Harassment, or Intimidation Reporting Form*.
- An investigation is conducted consistent with [Regulation JHF-RA](#) *Bullying, Harassment, or Intimidation*.
- The administrator then investigates and completes [MCPS Form 230-36](#), *Bullying, Harassment, or Intimidation Incident School Investigation Form*.
- Any student who violates Policy ACF is subject to disciplinary action consistent with MCPS Regulations [JGA-RB](#) and [JGA-RC](#), *Suspension and Expulsion*, and the Student Code of Conduct.

# Interim Measures

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- Interim measures, including a safety plan, are put in place pending the investigation.
- School administrators, counselors, and security cluster coordinators work with students and parents to develop individualized safety plans.
- The plan is designed to maintain reasonable and necessary measures to allow students to remain in school and participate in class schedules, extra-curricular activities (athletics, etc.) while investigations are conducted.
- However, each safety plan is based on the facts and circumstances of the particular incident and may include separation plans, including administrative placement changes, if necessary.
- Safety plans can be adjusted and modified based on the needs of the involved students and the results of an investigation.



# Communications

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- The Office of the Chief of Staff communicates with our external stakeholders and partners to ensure updated information is available and considered.
- Communications, including information shared with media and press outlets, are shared with the MCPS Board of Education, County Council, and other elected officials.
- Decisions on parent/community letters and notifications are determined based on several factors, including whether the communication would be in the best interest of the student(s) involved, would interfere with an ongoing investigation, or would require disclosure of confidential information prohibited by law.